



SKILLED CRAFTS CHECKLIST

1. What classifications are included in the proposed unit?
2. Are the employees at issue a homogenous group of skilled crafts workers? Are they members of one of the building and construction trades traditionally recognized as separate trades in the building and construction industry?
3. Do they handle specialized work performed only by employees in their classification?
4. Are they subject to an apprenticeship program?
5. Does employment in the classification require special licensure and/or permits?
6. How does the employer classify the employees? As journey level, first class, apprentice, etc.?
7. Are these classifications distinguishable from other occupational classifications which may require specialized training and/or apprenticeship? Explain.
8. Do the employees constitute a functionally distinct department?
9. Do the employees at issue work with equipment not found at other employer facilities?
10. What is the degree of their interaction with other employees of the employer?
11. What is the degree of transfer to other employer departments or classifications?
12. Are wage rates, benefits, and employment conditions traditionally tied to those of similarly situated employees in the private sector?
13. Do the employees at issue have a history of representation distinct from other employees?
14. What is the functional integration of their work to the employer's work product or processes?

THIS CHECKLIST SHOULD BE USED IN CONJUNCTION WITH THE COMMUNITY OF INTEREST CHECKLIST (PERB-862) AND, IF APPLICABLE, THE SEVERANCE CHECKLIST (PERB-876).